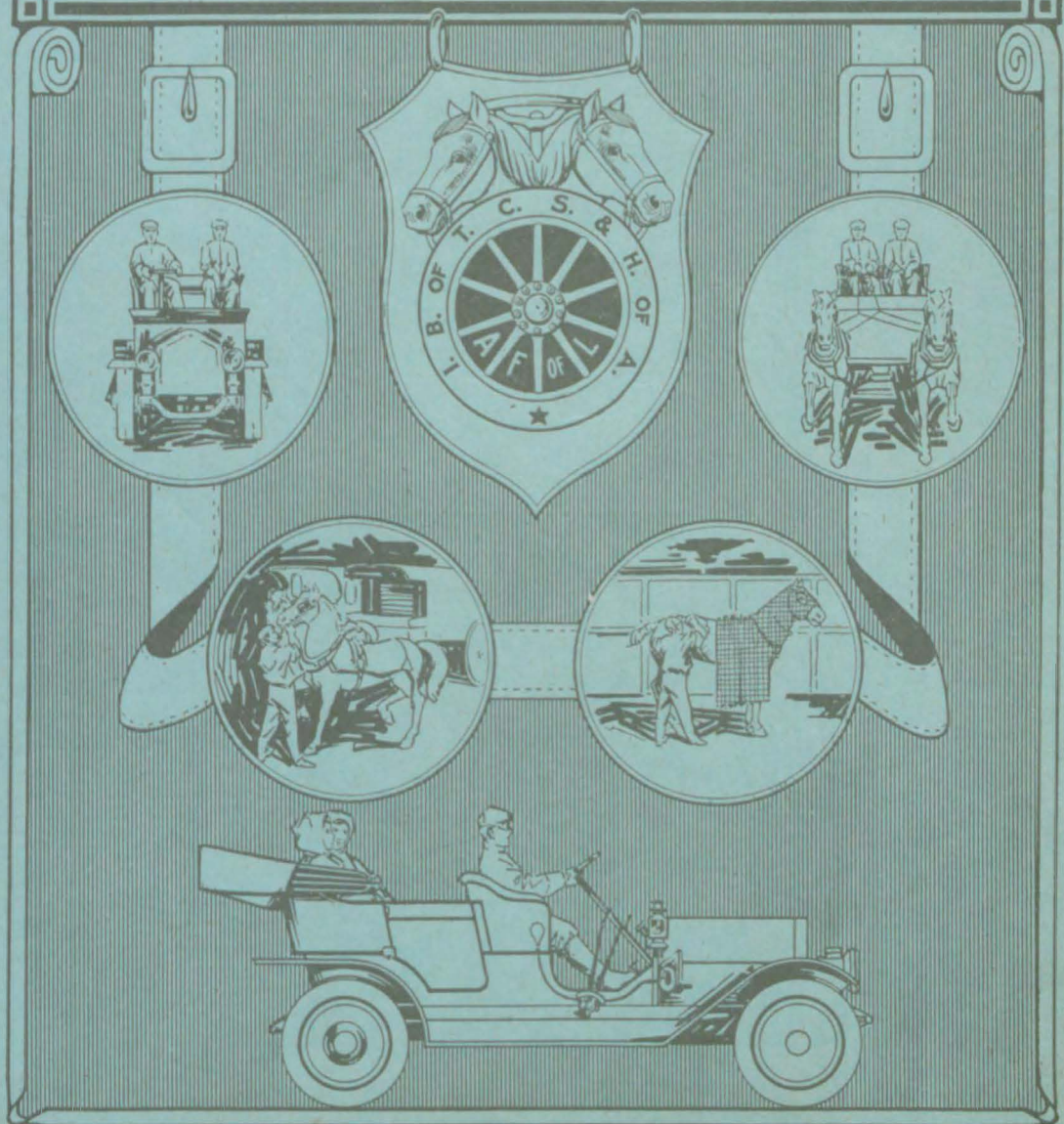


JULY, 1918

OFFICIAL MAGAZINE
INTERNATIONAL BROTHERHOOD
TEAMSTERS • CHAUFFEURS
STABLEMEN AND HELPERS
OF AMERICA



Recently, while in Washington, I reached an understanding with the officers of the American Federation of Labor that all men working in and around dairies who are not directly employed driving wagons, such as washers, loaders, bottlers, and all other men employed around the milk station, come under our jurisdiction. Of course, it is distinctly understood that this does not take in engineers or men covered distinctly by another trade, but helpers of all descriptions should be admitted into the local unions of milk wagon drivers, because they are usually waiting to get on a team, and in many instances we find they take the place of the driver when off sick, etc. This does not mean that milk wagon drivers' unions are compelled to take in those men unless they desire to do so, but we deem it advisable that they be admitted into the union for the purpose of making the organization perfect. This would mean also that stablemen or garagemen employed taking care of horses or machines that haul and deliver milk come under the jurisdiction of the local, except in cities where stablemen's unions, chartered from the International, now exist.

All men engaged in the handling of ice come under the jurisdiction of ice drivers' unions, with the exception of engineers, firemen or others covered by another trade. This applies to pullers, loaders, etc., also stablemen and garagemen who are employed taking care of horses and automobiles that are engaged in the delivery of the ice. Ice Drivers' Unions please take notice.

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ALL MUST MAKE SACRIFICES TO WIN THE WAR



AS IT has become increasingly plain to all that our nation has entered upon a struggle that will test every resource, we have been studying how

to concentrate our energies on essentials and avoid frittering them away upon the unnecessary. Different governmental agencies have endeavored to solve the problem, What are essential war industries? The problem is very closely akin to that which perplexes neutrals, What are munitions of war?

It is evident that no fixed lines of discrimination could be defined without injurious effects. A constructive method of achieving the same result is for each individual to so order his personal affairs and purchases as to set in action a compelling drift in the economic world toward only the necessities—the reaction will release man power, materials, finances for war needs.

Our republic, our people, are at war. The institutions and ideals of free government are at stake. Every man, woman and child owes service. Some must serve at the front—in places of greatest danger. Those who remain at home where duty entails less personal danger, have work just as essential. We must work in war industries, contribute to their organization, or

help assure them opportunity and resources.

The intricate organization of society and the lives of our people must be directed in furtherance of our paramount duty—winning the war. This must determine every personal decision and expenditure of money with a conscience mindful of the duty to those on the firing line.

Let us all make our lives simple, wholesome, vigorous.

We can forego luxuries for a time, be content with the primary necessities of life, in order to save for the future our heritage of freedom and the things of the spirit.

During the time when we send our young men to the trenches, to live a life that grills flesh and nerve, let every man, woman and child who is privileged to remain in free America in physical safety, count it a freeman's duty to eat simple food and conserve for our army and our allies; to wear simple clothes, to avoid unnecessary or unwise expenditures, that we may give to our fighting men, the Government, and have resources for the constructive work of the country.

This does not mean foolish penury or asceticism, but constructive, intelligent expenditure and saving—the establishment of habits of rational expenditure of money so as to accomplish a purpose and to get the greatest returns from the expenditure.

There are still many to whom this world cataclysm has so little meaning that they are still pursuing luxuries and self-indulgence.

If worthy of citizenship in a free country, no man or woman will dissipate our man power and economic resources through purchases of things to merely gratify tastes or appearances, or what Professor Veblen has so fittingly termed "conspicuous waste" which gratifies a desire to demonstrate ability to live extravagantly.

This applies to all groups in society. All purchases should be governed by this one dominating thought, Will they in any manner retard the winning of the war? Let us so direct the current of economic life as to permit no usage of man power, materials or finances upon interests that do not contribute directly to winning the war—including the maintenance of civilian life.

Workers of America, you have more at stake than any other group. It is fitting that you take your part in economy to win the war.

Organize for constructive saving—saving for the cause of democracy and human equity. Make plain living, plain dressing and practical patriotism the outward manifestation of your patriotism and willingness to give service to the cause which has been the highest ideal of freemen of all ages.—Samuel Gompers.

WHY AMERICAN LABOR IS BACK OF THE WAR



WHY is American organized labor so unanimously supporting the Government in its war to a finish against autocracy?

If all of you who read this article had been with me in Germany the year before the great war broke out you would

have no need to ask. You would have seen, as I saw, autocracy at work, intimidating and coercing labor, spying on it, policing its meetings, suppressing free speech. When all these methods failed, you would have seen, as I saw, autocracy trying to corrupt labor, misleading it by insidious propaganda, seeking to raise up false leaders, and using the power of money and

influence to debauch those who seek to mitigate the condition of the workers.

You would have returned, as I did, thankful to be permitted to live in a land of freedom and democracy and resolved, as I was, if ever our liberties were menaced by the powers of autocracy, to fight to the death; to work to the limit; to make every sacrifice, and to accept no compromise until autocracy, such as is typified by the present German government, is defeated in a finish fight and the militarism which keeps it in power is crushed forever from the face of the earth.

I went to Europe in the early fall of 1913 as representative of the American Federation of Labor to the world's congress—the International Federation of Trade Unions, at Zurich, Switzerland. Like the representatives of the organized labor movements of the other nations, I went as a poor man, resolved to make the trip just as cheaply as possible, because labor has no money to spend on the junketings of its representatives. I went there for work, not for pleasure.

But Switzerland is on the borders of Germany. Zurich was filled with supposed leaders of the labor movement of Germany. They were not delegates, but, somehow, they were there. They were not poor men, if the way they spent money was any indication. They seemed to have unlimited funds.

Their mission seemed to be to spend money. We have always supposed that the "Dutch treat" originated in Germany, but somehow these men from Germany seemed never to have heard of it. Their sole aim, apparently, was to wine and dine the representatives of other countries. They would invite a man to luncheon or dinner on the pretext that they wished to consult him on some important matter. He would find, as I found

more than once, that the matter would be just about as important as the question of whether adjournment should be taken at 12 o'clock or five minutes to 12. In fact it often would be hard to discern any matter at all which would warrant this sudden manifestation of friendship and interest.

But the conversation always drifted around to the interests of Germany in the world, its superiority, and the utter futility of any one standing out against it. The aim, apparently, was to make friends for Germany. It took the world war, however, to reveal the full meaning and extent of what these propagandists were driving at.

When it came to paying the check some of these Germans were there with bells on. I don't know where they got the money. Just go and look in on the headquarters of some of the German unions, or visit the homes of some of the German workers, and see if you think they got the money there.

For years before this war broke out the dream of sentimental internationalists of the world had been to prevent international strife by general strikes in case of wars of conquest. At a meeting several years ago of the miners' representatives from many lands, an English delegate proposed a resolution providing that in the event of a war of aggression the miners of both countries involved should refuse to dig coal. The German delegation said that if such a resolution was even introduced they would have to withdraw, for if they even sat in a meeting in which such a resolution was discussed they would be tried and executed for treason.

The same thing has happened on other occasions. The German delegations always knew they would have to refuse to have anything to do with any proposal to interfere

with their government's plans for world conquest, or face a firing squad.

My personal experience while studying the labor movement in Germany was such as to make me more than ever absolutely and unqualifiedly back of our Government in this war. I found absolutely no democracy in the German labor movement. No meeting of workmen could be held in Germany without government police supervision. No one could speak in a foreign tongue at any labor meeting without first submitting his speech to the autocratic government, having it censored and being given a permit to make the address.

I could not speak at a meeting of cigarmakers called for organization purposes because I would first have had to submit in writing a copy of my speech. This would have had to be translated into German, blue-penciled by some representative of an autocratic government, and translated back into English and the kaiser's minion to tell me what I could say. Before all this red tape could have been gone through with the day for the meeting would have passed, if I had consented to try to go through with it at all.

For years in Germany formation of labor unions was absolutely prohibited. Workers had to meet secretly, and in imminent peril of arrest. When the German government finally saw the workers could not be intimidated in this way, it grudgingly granted permission to organize, but under so many restrictions that any true expression of labor's aims and desires was impossible.

Our forbears disputed the demands of kings and potentates. Rebellious against religious intolerance and social injustice, they started our first great war. It was successful.

The second great crisis of our nation brought on the war for the

elimination of human slavery. It, too, was successful.

Now we are at an even greater crisis. We are fighting that democracy, liberty and justice shall not perish from the earth. Again we must and we will be successful.

The time for argument is past. The pacifist's cowardly pleas are dead. You must now either be pro-American or pro-German; pro-democracy or pro-autocracy. There can be no falling back; no wavering. All of us must be heart and soul for democracy and victory, or for autocracy, militarism and slavish subjection.—George W. Perkins, Pres. Cigarmakers' Union.

EXPENSE OF FAMILY DOUBLED SINCE 1900

The United States Bureau of Labor statistics reports that a wage of \$1,500 a year will only provide "the minimum standard of comfort."

In other words, this governmental agency declares that if a worker does not receive \$5 a day for 300 working days in the year he cannot support a family in the most restricted kind of comfort.

In twenty-four principal American cities the lowest annual wage should be \$1,650.

The cost of maintaining a family in this country has doubled since 1900, according to the United States Bureau of Labor statistics. Figures just made public show that the average cost in 1900 was \$769. During 1917 the cost of the same commodities was \$1,401. Food alone in 1917 cost only \$53 less than all items combined in 1900; \$327 represented the expenditure for food of the average workingman's family in 1900. By 1911 this had risen to \$430, and in 1917 it cost \$716. Rent had advanced 59 per cent. Clothing doubled, rising from \$106 to \$210. Fuel and lighting show a similar advance, rising

from \$40 to \$82. Most of the advance in all these items occurred between 1914 and 1917. The 1917 figures, the bureau says, are already outdated because of subsequent advances. The minimum standard of comfort today requires a wage of approximately \$1,500 per year. The average of twenty-four American cities is that the minimum amount necessary for a reasonable standard of health and comfort in those twenty-four principal American cities is \$1,650, of which \$660 is spent for food. Investigation by the department of health in New York City fixed the figure for that city at \$1,682.

The above figures do not include increases in the cost of such things as amusements, charity, insurance, taxes, books, newspapers or expenses incident to sickness and death.—Exchange.

SEAMEN TO BOYCOTT GERMAN FREIGHT

British seamen are determined to boycott Germans to the limit after the war. They are tremendously in earnest when they say they will not transport Teuton goods for five years after the dawn of peace.

Havelock Wilson, president of the Seamen and Firemen's Union, says:

"I shall be well within the mark if I state that nearly 15,000 British seamen have been murdered by German pirates since August, 1914.

"It cannot be too widely known that the British sailors are in deadly earnest in their determination to apply the punitive boycott to Germany after the war. Less than a year ago the limit of the boycott was fixed at two years, but the penalty grows with the crime, and at the moment the period during which we shall decide to have anything to do with the transport of goods to or from Germany is five years and a half.

"Almost by every post we are enrolling new members in the Merchant Seamen's League, and we have yet to discover a hall that is too large for our meetings in any part of the country.

"Those candidates at the next general election who do not definitely pledge themselves to the policy of the league will have a poor chance of finding their way to Parliament. We are organizing branches of the league in every constituency, and shall be prepared to run candidates against those who do not satisfy us on the score of their sympathy with our objects. We are not taking this line because we want Parliament to do anything for us. We do not want Parliament to interfere. We want this thing to be carried through by the people."

JOIN THE UNION

A workingman of any kind who earns his livelihood by the sweat of his brow has not done his duty to himself, his fellow workmen or to those depending upon him until he has joined the union of his calling and become one of those who strive for the uplift of the masses. As far as this world is concerned there has been nothing, no movement, reform or otherwise, that has brought the happiness to the home as has the trade union movement. It has made the life of the wife and mother cheerful and established an air of independence in the home that would not and could not exist were it not for organization. A workingman today who does not belong to the union would be helpless were it not for the men around him who do belong to the union.

A man who joins the union does so with a noble purpose, and the longer he is in it the more he sees of its advantages. He does not look for any advantages of favoritism over his fellow worker. All he

asks is a square deal and an occasional raise in wages in proportion to the rise in cost of living. He is invariably proud of his calling, and feels that every penny he receives is honestly earned, but he will not be satisfied until that time arrives when the workingman shall receive the full product of his labor. The union of states is a good idea, but the union of men is a better one.

SHIPYARD WORKERS ARE NOT "SLACKING"

Secretary of Labor Wilson gave out the following statement June 8 relative to the allegation that ship-building workmen are falling down on the job:

"My attention has been called to speeches alleged to have been made by Captain W. H. Stayton, U. S. N., retired, representing the Navy League, at various meetings of commercial bodies, in which he is quoted as saying that a man could drive 4,000 rivets a day, but labor unions fix 75 as a day's work, and further that 'if these men cannot be persuaded to do better or be forced to speed up through public sentiment and other means, then they ought to be stood up against a wall and shot.' I have also been informed that numbers of people throughout the country in public and private speech have been asserting that on the Pacific coast men capable of driving 500 to 600 rivets per day are proscribed by labor bosses to 60 as a day's work; that workmen by the same authority are restricted to boring 60 holes per day in wooden ships; and that caulkers were limiting their work to 100 feet of caulking per day.

"In view of the seriousness of these allegations, I directed an investigation to be made on the Pacific coast, which is more completely unionized than any other ship-building section of the country, assigning James L. Hughes, formerly

assistant commissioner of immigration at Philadelphia and at present an assistant in the employment service of the department, to make the survey. I am in receipt of the telegraphic reports, which would indicate that there is no justification for the statements that labor is falling down on the job.

"These facts gathered as a result of scientific investigation demonstrate the patriotism and efficiency of the men engaged in ship-building operations and need no further comment from me."

MORAL COURAGE NEEDED

One of the conspicuous qualities necessary to successful work in the sphere of labor organization is that of moral courage. It is the distinguishing mark of real manhood or womanhood. Without it no human being is really free, without it no individual commands respect. The disappointments incident to human effort, the heartaches and the losses, are usually attributable to the lack of this admirable trait on the part of those who fail in their undertaking.

What is it that distinguishes the successful from the unsuccessful? Why is it that so many working people are content to plod on in their daily routine of poorly rewarded physical effort, while others, with no more real ability, pass on and excel in the struggle for existence, achieving and winning where the larger number seem content to serve and to barely exist? The question may be answered briefly by calling attention to the fact, apparent to all close observers, that relatively few possess the courage of their convictions and are willing to risk failure by putting their convictions to the test.

"He either fears his fate too much, or his deserts are small, who fears to put it to the test, and win or lose it all," was written by a poet

who understood frail human nature. Organized labor needs development of and exercise of moral courage. Then will it come into its own, and not before.—Tacoma Labor Advocate.

CAR SHORTAGE BLAMED

John P. White, labor advisor for the United States Fuel Administration, told delegates to the International Railway Fuel Association in Chicago that a car shortage is keeping thousands of miners idle nearly half the time in most of the western and southwestern coal fields. He said that the 87,000 miners of Illinois alone, who worked only 160 days and mined 60,000,000 tons, could get out 150,000,000 tons this year if they could work full time, which they are eager to do.

P. B. Noyes, director of the conservation division of the fuel administration, said it was impossible for the railroads, with their burden of war traffic, to haul the 200,000,000 extra tons of coal that will be needed.

DOLLAR IS CUT IN TWO

One of the best defenses for increased wage rates is this editorial, printed in the financial section of the Philadelphia Public Ledger:

"It is a fact that a dollar, at first blush, looks like a dollar. We are prone to think of dollars as being what they were when war began in 1914. But they are not. They are only half-dollars on that basis, and so it follows that when the Government places a three-billion-dollar loan it is getting really but a billion and a half on the basis of pre-war prices. The sole test of the dollar is what it will buy, and it rises and falls on that standard.

"This condition may be what is termed inflation, but it certainly is the fact. In passing there seems

to be some haziness as to what inflation really is. One writer some months ago went to pains to point out that the great stocks of gold in this country were a blessing, unless it were a gold inflation. That was the substance of the argument, the inference being that if inflation were produced by gold it would be a good thing rather than otherwise.

"According to figures compiled by the National City Bank prices of merchandise imported from all over the world are from 50 to 100 per cent. more than they were in 1914."

MILITARY MORALS

One of the uses of the proceeds of the Liberty loan that will appeal strongly to the great mass of American people is the care and attention given to the moral welfare and protection of the American soldiers.

Heretofore with the American army, and even now with some of the armies of our allies, the moral welfare of the soldier was and is a matter largely ignored. In the German armies provision is even made for immorality.

It is to the glory of American arms and American national character that of the men who wear the United States uniform a high standard of conduct is expected and demanded, and provided for. Kipling's "Single men in barracks" are not to find their prototypes in the American army.

General Pershing says there is no cleaner-living body of men in the world than the American army in France.

Courage that grows from constitution often forsakes the man when he has occasion for it; courage which arises from a sense of duty acts in a uniform manner.—Addison.

A PATRIOT

A patriot is one who is willing to overlook his personal grievances during the period of the war. He is one who will for the time consent to tear himself loose from the vanity of his own opinions if thereby he can assist the war aims of the nation. A patriot is one who is willing to eat less and think more, if it will help Uncle Sam.

A real patriot does not measure his country's success from the viewpoint of what he is "going to get out of it." Not on your tinfoil! The "real stuff" sort of patriot is the one who rolls up his sleeves, spits on his hands and says: "Uncle Sam, give me something to do!"

There is no such thing as "personal property rights" in the thoughts of a real patriot. He doesn't bother about his "end of the game"—he wants to serve his country.

His home, his family, his time, his money, his opportunities, are at the disposal of the Government for the asking. And he also is ready to meet the "acid test" if his life is essential to the bulwarking of democracy.

In a modest way this is the summing up of a patriot. He's a good and faithful sort and may his tribe increase. On him Uncle Sam places his reliance!

LIVING WAGE DEFENDED

A writer in the New York World quotes Frank P. Walsh, of the National War Labor Board, as follows:

"Because labor demands a sufficient income to keep itself in good working condition we often hear it criticized for lack of patriotism. It would be the stupidest sort of patriotism that would demand anything less. Dead workers are of no use to the nation now. Live ones are. And the more alive they

are the more use they are to Uncle Sam. The highest efficiency can come only from decent living conditions for themselves and families and a living wage which will insure them a subsistence in reasonable health and comfort.

"That is why the National War Labor Board has discarded the old formulas of arbitration, which consisted mainly of splitting the difference between the lowest terms each side to the controversy would accept. We are approaching the question from an altogether different front.

"We are looking at labor not as a commodity, but as the flesh and blood of America."

QUICK! QUICK! THE SHIPS

Stayers at home, Awake! Awake!
For a boy's life's at stake.
Do not be "Too Late! "Too Late!"
"Too Late!" The agonizing cries
As on a foreign field he dies.
Slackers, deserters, cowards, Shame!
To think Americans should be our name
If we should be "Too Late!"

One thousand leagues with sword and
gun
We've sent that boy to meet the Hun.
Whose boy? Our boy! Our son!
No bridge that mighty ocean spans
To carry to him in foreign lands
The shot and shell, so blow for blow,
That boy can deal the Hun, the foe.
God grant we're not "Too late."

"Too late!" If ships are not on hand
We cannot send by bridge or land
The hosts and wealth at our command.
Then curses on a nation's name,
And let us bow our heads in shame
If we let the submarine
Stand, this nation and our boy between.
We must not be "Too Late."

Then ships, ships; speed, speed, speed.
Let mighty effort meet the need.
Don't be a follower, but lead.
If from a hundred million lips
The cry—"Quick, quick, the ships, the
ships."
The boy is saved, the deed is done,
He'll hurl defiance at the Hun.
We will not be "Too Late."

—Ray R. Rideout.

JAMES M. LYNCH

On February 6 Governor Whitman sent to the Senate the renomination of James M. Lynch as Industrial Commissioner for a full term of six years. On Wednesday, March 13, the Senate acted on the favorable report of the finance committee and unanimously confirmed the nomination.

On October 23, 1913, Governor Glynn nominated James M. Lynch for Commissioner of Labor and Mr. Lynch served in that office until the consolidation of the State Department of Labor with the Workmen's Compensation Department under the Industrial Commission, but still retaining the name State Department of Labor, when he was named by Governor Whitman as one of the members of the commission, taking office on June 1, 1915. In February, 1916, Governor Whitman sent to the Senate for confirmation the name of his recess appointments to the Industrial Commission, and Mr. Lynch was nominated for the term ending January 1, 1918. Thus there has been one appointment by Governor Glynn and three appointments by Governor Whitman for Mr. Lynch.

James M. Lynch was for seven terms president of the Central Trades and Labor Assembly of Syracuse, president of the local Typographical Union for two years, vice-president of the International Typographical Union for two years and president of that organization for nearly fourteen years, or until appointed as Commissioner of Labor by Governor Glynn.

Mr. Lynch still takes an active part in the work of Typographical Union No. 55, of which he has been a member for thirty-one years, and since his return to the State has been a delegate each year to the conventions of the State Federation of Labor. He is chairman of the federation's com-

mittee on health, which has just issued three interesting reports on health insurance, and which also drafted the health insurance bill introduced in the Senate by Senator Courtlandt Nicoll and on which a hearing was held on Tuesday, March 24, before the senate judiciary committee.

At the Buffalo, Glens Falls and Jamestown conventions of the State Federation James M. Lynch was chairman of the convention's most important committee, that on resolutions.—Industrial Weekly.

"THE BOSS IS JUST ANOTHER FELLOW"

Don't be servile in the kind of service which you give to your employer.

Don't cringe when in the presence of the man who employs you.

There is a great difference between being respectful and desirous of carrying out the wishes of the man for whom you work and that of being obsequious.

If you are honest in your efforts for him you are giving him something which is valuable to him; your services are a commodity upon which he makes a profit; if not, he would be a poor business man to retain you.

What you help manufacture he sells to another, and he in turn is working for this other man.

He does not act like a servant when he is in the presence of these other men.

Why should you have that feeling when you stand before him?

Employers have no respect for the men who fear them, and such men are never picked for advancement.

Men with ideas, not afraid to advance them, who can talk on a man-to-man basis—that is what the employer is looking for nowadays.—San Francisco Call.

EDITORIAL

(By Daniel J. Tobin.)

EVERY day brings us nearer to a more intense realization that our country is at war. At this writing I have just noticed in the newspapers that the submarines have come across from the other side of the ocean and are busily engaged in sinking vessels within a short distance from New York City on the Atlantic coast. We must be prepared for reverses; we must steel ourselves to bear disappointments; we must prepare now to understand that a great sacrifice is necessary to save the world from continual degradation and crime. The very foundation of civilization is in the balance. It will be but a few months from now when long casualty lists will be reaching us over here from the battlefields of France notifying us that thousands of our ablest young men have been called upon to offer up their lives so that the world may continue to live in peace and freedom after this bloody battle is over. We will again be asked to still further reduce our consumption of foodstuff, especially the class of food necessary to feed not only our own three or four million men who will shortly be across the water, but also to supply the starving people of other countries who are at war. We have only barely tasted the effects of the war in this country up to the present time. Every month will make the suffering still greater and the pain will become sharp and more bitter as time rolls on or until this conflict is ended. The average person in our country must grit his teeth and say we will make whatever sacrifices we are called upon to make and we will do so willingly—those of us who cannot fight over there—in order that our country may be victorious in this terrible conflict. Judging from the spirit always manifested by the American people, there is no question but what they will be equal to the task that is placed before them—that of suffering intensely, if necessary to do so, in order that they may help their country. The American nation—which is the American people—has never been second in anything. They lead in everything in which they are engaged. They will also lead in this great conflict—the men at the front and the people at home. Suffering may come, but they will be steeled to bear it. Privation we may encounter, but we are determined to undergo even torture if necessary. As the war goes on our country will become more thoroughly organized in war work, more content seems to prevail now than ever before amongst the masses. Each man can do his share. Each man must do his part of the work. Our work may be on this side of the water, but it is just as important as the work over there.

Do not for one moment forget that we are surrounded by spies and informers who are endeavoring to create discontent and trouble amongst the masses in this country. The German government, with its almost perfect system of warfare, realizes the importance of stirring up trouble in our country. If they can only excite the people against the Government by creating a feeling of discontent they believe a demand will be made for an untimely peace. Germany now would be willing to surrender everything else except Russia, if she would be allowed to hold Russia. If a strong demand was to be made on our Government by the masses in this country for a form of peace at this time German agents would have

accomplished their mission in this country. The commissioner of police of New York City recently made the statement that there are no less than fifty thousand paid German spies in this country working amongst the industrial masses endeavoring to create discontent. So beware of false prophets. Beware of the man who is trying to create distrust and discontent. The most critical period of the war is now at hand and the undivided confidence and support of every man who believes in freedom and justice is demanded in order that we may all do our honest share in this fearful conflict. If we will do this we will be doing our duty, and there is no question but that the result will be complete victory for our nation.

WHILE attending the meeting of the Executive Council of the American Federation of Labor a few days ago application for affiliation with the American Federation of Labor was received from the Brotherhood of Locomotive Engineers. The history of that organization has no parallel. It is one of the oldest organizations in the country, holding at all times in its membership expert workmen. It has enormous funds; owns its own building in the city of Cleveland, valued at over a million dollars, and the New York Central lines, by whom many of its members are employed, rent offices in the building owned by the Brotherhood.

A few years ago were you to talk of the Brotherhood of Locomotive Engineers affiliating with the American Federation of Labor they would have laughed at you and said that you were joking; that that institution was more powerful than even the American Federation of Labor. However, times are changing, and changing rapidly. The makeup of the membership is changing. The old-timers are passing off and recently new blood has come into the membership, and while the officers of the organization remain the same, the Grand Chief, Mr. Stone, holding office for several years, the membership is becoming more progressive, and as a result of the fact that the American Federation of Labor and its affiliated organizations were mainly responsible for a great deal of the helpful legislation obtained within the last year in behalf of the railroad brotherhoods, the engineers decided that it would be to their advantage to affiliate with the American Federation of Labor. There is no organization that can successfully continue to do business outside of the fold of the American Federation of Labor at the present time. This splendid organization of locomotive engineers has a treasury of a million dollars, pays a large death benefit, running up to about ten thousand dollars, depending on the amount of insurance the member desires to take out, and have today splendid working conditions, which they have obtained through their organization, and at their recent convention they took one other important step which will insure their continued success, by voting unanimously to affiliate with the American Federation of Labor. There were some slight protests offered against their affiliation because of jurisdiction questions, but all such protests will be straightened out and jurisdiction will be made clear and plain, and the entire body of workers throughout the nation will extend a hand of welcome to this splendid organization composed of locomotive engineers, with its 80,000 members.

A GAIN we call your attention to the fact that breaking your agreement, or refusing to carry it out to the letter, is not in line with the policy of the International Union. Some of our locals in different parts of the country have been doing this recently. It is true that there is some excuse in asking for an advance in wages—we grant this, but where this condition prevails an appeal should be made to the justice of the employer and a threat to strike should not be used where an agreement is signed and is being honorably lived up to by the employer.

Recently in a certain city a condition prevailed where men went out on strike in violation of their agreement and the National Government, or the Department of Justice, immediately stepped into the case and requested that the men be ordered to return to work at once, holding in detention several of the officers of the local union that were to blame for the stoppage of work. The Department of Justice notified those officers that they knew exactly what was going on and that they would not stand for any more disturbance of business unless the employers were given at least a chance to talk the situation over before a strike is called.

I merely mention this to let you know that the Government is watching every organization, and that we are bound not only as public-spirited citizens and loyal Americans to do everything in our power to help our Government and our brothers who are abroad, but as men we should live up to our agreements and that at least before going to extremes we should give the other side a chance to be heard in the case. The fact that war is raging and labor is scarce should not be the cause of our forgetting the principle upon which our organization has been successful—the principle of justice and fair play. It is true that some employers are unreasonable, but that is nothing new; we have had that to contend with since the inception of our organization. It is true also that there are thousands of employers who are fair, who have always been fair, and who are willing to do what is right, and they should not be penalized at this particular time because of the scarcity of labor resulting from the fact that millions of men are being taken from their usual pursuits and callings and placed in the different divisions of the army. Remember the day will come when those thousands of men will return to the United States and will again be seeking employment. Remember the time will come when the labor market will again be overcrowded and you may be reminded of the fact by those employers that in their hour of need you took advantage of the situation. It is only human to retaliate. I therefore advise most sincerely our people in every section of the country to do what is fair and just in this hour in which the very foundation of civilization is in danger.

THE oversubscription to the Red Cross of nearly sixty million dollars demonstrates thoroughly how generous the American people are becoming. The Red Cross in its drive started out to get one hundred million dollars and the answer of the people of the nation was to give them \$165,000,000. There was much more work needed to obtain the first subscription for the Red Cross than it required for the second, and this is the condition that is going to prevail as the war goes on. It is wonderful the way the American people respond when properly aroused. Everyone seemed to be interested. Everyone seemed to be willing to do their share, and especially did the rich and wealthy put their shoulders to the wheel, endeavoring to obtain subscriptions and

donations from the thousands of workers in their districts. In the future we want the workers to continue to contribute as much as their means will allow, but we want it distinctly understood that our Government in Washington must immediately legislate to the end that those who are making millions on the war, or have already made millions, that they will disgorge some of this wealth. In England all incomes over about \$10,000 a year are assessed almost five times as much as they are in our country. We repeat the statement that wealth is not being properly taxed in this country. The man or woman earning \$15 or \$18 a week and who has a family, perhaps, to take care of feels the pinch of giving \$10 more than perhaps the wealthy men of New York would feel in giving one hundred thousand. There is no sense to men having incomes of fifty, seventy-five or one hundred thousand dollars a year during this period of war. There is no man, no matter how wealthy, who is entitled to more than another man in these extreme times. All previous precedents have been disestablished. The entire nation is struggling for freedom and fighting for the preservation of our nation and the rich should be made to give, and give generously, of the money they have accumulated since the war began. We do not object to giving. We will give not only of our money, but of our blood, but the other fellow must do likewise and give in equal proportion to ours, in accordance with his means. There is no sense to the man who lolls in an office being entitled to unlimited luxuries while those who are endeavoring with brain and brawn to aid our Government, building ships, etc., are forced to eat the roughest, cheapest kind of food. We do not object to doing our share of the work and the giving, but we demand that others do likewise. This is the only kick the workers have: they believe they are being unevenly taxed in the drives that are being made. One hundred thousand persons in Indianapolis contributed to the war chest fund. There were \$3,000,000 collected. The 300,000 population is composed principally of working people. There are perhaps 2,000 individuals that have incomes of over \$10,000 a year, so you can see from this that the workers must have contributed the greater part of the three million, proving conclusively that they desire to do their share. However, as stated above, we want our Government to see to it that every man does his share, giving up, if necessary, even his last dollar, so that the load will not fall too heavily on the shoulders of some while others escape carrying their share of the burden.

EVERYONE who can possibly spare the money should get their coal in before the winter season sets in. The editors of labor journals are asked to advise their people to this end. All men are working and everyone should endeavor to save a little money so that he may have his coal in for the cold days that will come next winter. There is no question but what it is easier to get the coal in now than later on. Delivering coal in the winter is a much harder task than it is now. There is a great deal of coal at the mines and the mines are busy putting forth more coal every day. The railroads are becoming adjusted in the matter of transportation. Undoubtedly the coal supply will be easier after a while than it is at the present time, but that is not the point—we should do our duty now, by complying with the wishes of the Government and store away our coal for the winter. Railroad cars will be needed next winter to haul freight to the water front. We are supposed to have at

this time one million men in France and by next December we will have about two million or more, and this large number of men will have to be fed and taken care of. All that they use will have to be shipped from this side. Not only this, but we will have to feed the starving people of France and Belgium and the greater part of the people in England. We will need our freight cars next winter for the purpose of carting the millions of tons of freight that we will need over there. Our ocean-going steamers and war vessels will also have to be supplied with coal at tide-water. If the public generally do not now put their coal in it will undoubtedly inconvenience our Government in transporting freight and coal for the water front. So do it now, do not put it off. Coal will not be any cheaper next winter—it may be a little bit higher. Borrow the money, if you do not have it, in order that you may insure for yourself some heat for next winter.

ILLITERACY IN THE UNITED STATES BEYOND BELIEF

According to a recent statement of Secretary of the Interior Lane, the 1910 census shows there were 5,516,163 persons over ten years of age in the United States who could neither read nor write any language. Of this number 4,600,000 were over twenty years of age. We are told that 58 per cent. of these illiterates are white persons and that 1,500,000 are native-born whites.

This is an appalling state of affairs. The popular delusion has been all along that illiteracy was almost entirely confined to the negroes of the Southern States. Now we are told that the results of a thorough census shows that there are more whites than negroes who are illiterate, and of the total of white illiterates nearly half of them are native born.

These figures are a strong indictment against our industrial and educational systems, and shows gross, if not criminal, neglect on the part of the state. Our well-being as a nation and the perpetuity of our free institutions requires an intelligent and competent citizenry, and no people can have the proper amount of intelligence or be fully competent as citizens who are illiterate; therefore, this

large army of our people who are in this appalling state is a serious menace to our future welfare as a nation, and we should do all in our power to eliminate illiteracy within the borders of our country. With this idea in view, there has been introduced in Congress a bill known as House Bill 6490, which provides for an appropriation to be placed at the disposal of the United States Bureau of Education, so that it may conduct an active campaign to stamp out adult illiteracy.

The idea being, we believe, to pay special attention at the present time to those drafted into the army, so they may be able to read orders and signals and write to their people at home.

We are told that in the first draft of men called there were between thirty and forty thousand illiterates.—Exchange.

Great numbers hastily organized are usually imbued with enthusiasm necessary for temporary success. But, without discipline, experienced leadership and financial resources, they constitute in many instances a source of weakness in place of real strength. The organization which grows slowly and gradually has more staying power in the long run than that of quick growth.

CORRESPONDENCE



CHICAGO, ILL.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—For your information I desire to say that Local No. 710 has purchased \$6,000 worth of Liberty bonds and the membership of our local \$38,700, so when people say the Teamsters are not doing anything to help win this terrible war they do not know what they are talking about. In addition to purchasing Liberty bonds the membership of Local No. 710 have donated thousands of dollars to the Red Cross, K. of C. fund, tobacco fund and have purchased thrift stamps and war savings stamps. I believe all the members have done their full duty, and Local No. 710 is always on the job.

Fraternally yours,

GEO. F. GOLDEN,

Secretary Local Union No. 710.

PROVIDENCE, R. I.

Mr. D. J. Tobin, Indianapolis, Ind.:

Dear Sir and Brother—I should have written you some time ago, but I have very little time these days, as I am a member of the Federal Exemption Board for the State of Rhode Island in the draft, and, believe me, it has kept me busy.

I am pleased to inform you, and I know that you will be glad to hear, that we have succeeded in getting another increase of \$2 per week for all our members, which took effect the first of April. This makes a five-dollar increase in two years. Our original agreement does not expire until 1920.

I have interested the Central Labor Union in an effort to organize the truck drivers and chauffeurs,

and we expect to be successful in our efforts.

Business in the coal trade is not as it should be, but we expect from what we hear from the fuel committee in this State that soon we will have plenty to do.

With best wishes to you and to Brother Hughes and all at the office, and with kind regards, I am

Fraternally yours,

LAWRENCE A. GRACE,

Sec'y-Treas. Local No. 180.

DEMOCRACY AND EFFICIENCY

Enemies of democracy in industry are eagerly seeking reason to discredit the trades union movement, recognizing that as the only institution through which labor can express its demand for a voice in its own affairs.

Through a venal press every defection is magnified to appear to be wilful and intentional obstruction by the unions of the industries necessary successfully to carry forward the war aims of the nation.

The facts will bear out the following assertion, and these facts can be ascertained by reference to the records of the Federal Department of Labor: Refusal by employers to submit differences between themselves and their employes and rejection by employers of decisions of mediators appointed by the Government have resulted in at least ten times the amount of time lost in necessary industries that has been caused by the defection of any or all of the workers.

It is true that the workers in the industries where heretofore unionism has been kept below the surface, today recognize that they

have an opportunity openly to voice their hopes. But that is only a condemnation of their previous conditions. Before the enhanced demand for labor, before immigration had practically ceased, the same workers in these same industries recognized that they could only accomplish freedom and economic democracy through organization. They also knew that, legally, none could or should question their right to join with each other and the workers in the same craft or industry for self-uplift, but they yielded to overwhelming economic force, to the pressure of their own necessities and those of their dependents.

And it is because in every case that has come before them mediators representing the Department of Labor were compelled to recognize the inherent right of the workers to organize if they elected so to do, that so many of the employers have elected to shut down industries absolutely necessary to the nation in war times rather than to operate with men who are openly asserting the rights so long suppressed.

We realize that our country is pitted against powers that openly assert that "democracy" is immoral, either in politics or in industry. Our country is fighting this idea; is asserting the efficiency and the morality of people's rule. We recognize the fact that autocracy in government has been able to display wonderful industrial as well as military efficiency. We make the claim, however, that such efficiency is made possible because of many years of conscious preparation toward a known purpose.

We claim the efficiency of democracy, in industry as well as in government. We hold that knowledge and purpose generally diffused will more than replace the one mind, the one purpose dominating all.

We hold that democracy in indus-

try has been proven a success from the standpoint of efficiency wherever and whenever it has been frankly recognized and thus enabled to prove its worth.

OUR MONEY NOT WASTED

All of the money being expended for war purposes is not going to be a waste. Some of it is going to be shot away; some of it is going to be sunk at sea; some of it is going to be invested in machinery that will be useless in time of peace.

But a very great portion of it is being spent for things that will be as valuable when peace comes as now, though not so imperatively needed then—ships, for instance. And as for the immense amount spent in adapting our manufacturing plants to war purposes, it is estimated that 90 per cent. of our war machinery can and will be used for other manufacturing work after the war.

The invisible and intangible forces, the moral forces of the world, the soul and conscience of mankind, are fighting on our side.

RAISE WAGES; GET WORKERS

The New York State Railways is no longer experiencing difficulty in securing motormen and conductors since it has increased wages.

"The recent wage increase granted to our employes has proved very helpful in our attempt to render satisfactory service," says General Manager Hamilton.

"The number of applications for positions as motormen and conductors has more than doubled since the period of the increase. Another pleasing result is that very few men, if any, have left the service since the increase and a number of motormen and conductors previously in the service have returned."

At this particular time we again advise our members in every district in the country to wear their union monthly button in a conspicuous place where it can be seen by everyone. Never before in history has the trade union movement the standing it has today. Therefore attend the affairs of your union and be proud of the fact that you are a member of an organization that has done so much for the uplift of its members.

Yes, it is true that all things are not running as smoothly as perhaps they ought to run, but it is also true that the splendid conditions that we have obtained through working together—such as reducing our hours of labor and increasing our wages—were never even dreamed of a few years ago. The man who would tell me some six years ago that the coal teamsters of Boston would be making \$24.00 a week, with other splendid conditions, I would have been inclined to disagree with him. At the same time I always believed that with proper management and the right kind of officials handling the affairs of our local union, that there was no end to the good that could be done by the organization. However, as stated on another page, we must not abuse the power that we have now obtained.

Do not forget during this extreme hot weather which we are now experiencing that the still faithful horse deserves your consideration. Do not forget that he is the noblest animal with which the human being comes in contact. Be kind to your horse during the hot days. Whenever you have a chance give him a little cold water to drink out of a clean receptacle. Ease his heavy burden as much as you possibly can. Kindness to this dumb animal bespeaks the real man.

Official Magazine
of the
International Brotherhood
of Teamsters, Chauffeurs
Stablemen *and* Helpers
of America

WEAR THE EMBLEM
of
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ADVERTISE THE BUTTON AND EMBLEM



THE ABOVE CUTS REPRESENT THE

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SOLD BY THE GENERAL OFFICE

THE PRICES ARE AS FOLLOWS:

Buttons	\$.25 apiece
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All orders should be sent through the Secretary of the Local Union to

THOMAS L. HUGHES, Secretary

222 East Michigan Street

Indianapolis, Indiana